



The City of Morro Bay *invites your interest for the position of* **PUBLIC WORKS DIRECTOR**



The Opportunity

The City of Morro Bay is seeking a visionary leader and strong manager to guide the Public Works Department and oversee a wide range of responsibilities and capital projects that will immediately **impact and improve** the quality of life in the community. The next Public Works Director will enjoy working with a high-functioning and respectful City Council, under the administrative direction of a progressive City Manager, in an idyllic location along California's Central Coast. A talented and dedicated staff of 33 full-time and three part-time professionals will support the Public Works Director to plan, organize, and carry out implement the activities of the Public Works Department.



City of Morro Bay - Rock Solid Together

The Community of Morro Bay

The City of Morro Bay (population approx. 10,500) is located on California's picturesque Central Coast, halfway between Los Angeles and San Francisco, in San Luis Obispo County. The City's spectacular setting includes the magnificent Morro Rock at the harbor entrance, rolling breakers in the outer bay, a sandspit and quiet inner bay. The City is blessed with a temperate year-round marine climate that offers residents the peaceful tranquility of a coastal fishing village within close proximity to metropolitan areas. A tourist destination, the City receives 800,000 visitors annually from all over the world, who are drawn to its natural beauty, slow pace, and quaint atmosphere. Close to Hearst Castle and the Big Sur Coastline, residents and visitors alike enjoy the outdoor activities of kayaking, surfing, hiking, sailing, fishing, and bird watching. There are over 200 species of birds in the estuary, making Morro Bay one of the most important waterfowl habitats on the Pacific Coast.

During non-pandemic years, Morro Bay hosts many annual community events, including the Winter Bird Festival, Cruisin' Morro Bay Classic Car Show, 4th of July Celebration, Art in the Park, Harbor Festival, Avocado Margarita Festival, and the Lighted Boat Parade, and is home to many restaurants, parks, and a beautiful golf course. Tourism and commercial fishing contribute significantly to the local economy.

The City Government

The City of Morro Bay is a general law city, incorporated in 1964, with a City Council/City Manager form of government. The City has a Mayor and (4) Council Members, elected at large, that enjoy a positive and effective working relationship with each other and City staff. Morro Bay is a full-service City with an annual budget of over \$76 million, a staff of 88 employees, organized in the following departments: Finance (Information Technology), City Clerk (Human Resources), Administration (Recreation Services), Fire, Harbor, Police, Community Development (Planning and Building) and Public Works.

The Department

The Morro Bay Public Works Department stands behind the City's motto "Rock Solid Together" in their efforts to honor their obligations and responsibilities to serve the public and take pride in maintaining the highest standards in service. The Department consists of Engineering & Administration, Capital Projects, Vehicle Maintenance, Consolidated Maintenance, Transit, Solid Waste & Recycling, and Utilities (Water, Wastewater Collection, Wastewater Treatment, (including the new Water Reclamation Facility). The Department's combined annual budget is \$14 million out of a total City budget of over \$76 million (including Capital Projects) and consists of 36 full and part-time employees.



\$138 Million Water Reclamation Facility (WRF) Project

The City of Morro Bay's Water Reclamation Facility will replace the City's existing wastewater treatment plant with an advanced water purification facility that will meet state regulations, protect the environment, and contribute a safe and reliable water source for Morro Bay's homes and businesses. This innovative project, expected to be completed in 2023, will create a drought buffer that can produce water to fulfill up to 80 percent of the City's water needs in the future.



The Position

The ideal candidate will demonstrate exceptional, collaborative leadership skills; be a decisive manager; show political sensitivity and be responsive to resident's concerns; demonstrate effective listening, written, and oral communication skills in order to maintain good relations with the community as well as the organization; be computer and technologically astute; and exhibit exceptional leadership skills that help Public Works achieve outcomes that align with the City's goals.

The selected candidate will be a talented, innovative leader and proven manager who is committed to attracting, developing, and retaining talent. A skilled problem solver who makes common sense decisions is sought. The chosen individual will be creative, energetic, stay abreast of best practices and proactively address issues. He/She should be capable of leading and managing effectively in a fast-paced environment with a diverse workload, creating and making the most of opportunities.

The new Director should respect and be able to balance conflicting perspectives. The ability to build political and operational consensus among City staff and departments, as well as with other agencies will be valued. The new Director needs the ability to establish and maintain cooperative working relations with other City departments, employees, the City Council, other public agencies, boards and commissions, and the general public. He/She should be responsive and approachable and value communication.

The selected candidate will be a team player who has trust in his/her staff and will delegate work accordingly. The Director should put a priority on keeping the City Manager informed and be able to establish a strong, trustworthy working relationship with the Council.

Key Responsibilities

Under administrative direction of the City Manager, plans, organizes, and directs the activities of the Public Works Department, which includes engineering, streets, storm drainage, capital projects, consolidated maintenance, wastewater collection and treatment, water production, treatment and distribution, fleet maintenance, public transit and refuse/recycling collection; and related work as required.

[Link](#) to a full job description listing the duties of the Public Works Director:

Qualifications

Any combination of education and/or experience that provides the knowledge, skills, and abilities necessary for acceptable job performance.

Education: Equivalent to graduation from an accredited college or university with major work in public administration, civil engineering, or closely related field; possession of a master's degree desirable.

Experience:

At least five years of experience in management or supervisory capacity. Five years of increasingly responsible experience in the construction, maintenance and repair of municipal public works facilities or service.

Compensation

The competitive salary for this at-will, executive position is dependent upon the selected candidate's qualifications, with an annual salary range between and \$129,439 and \$157,334. Additionally, the selected candidate will enjoy an excellent benefits package including CalPERS retirement (2% at 60 for "Classic" members and 2% at 62 for PEPR). The City does not participate in Social Security.

How to Apply

Complete City employment application available at <https://www.morro-bay.ca.us/832/Employment-Opportunities>. Interested candidates should apply immediately as the deadline to apply for this position is February 4, 2021. Electronic submittals are strongly preferred and should be directed to Laurie Goforth of the Human Resources Department at lgoforth@morrobayca.gov and include the following: Completed application, compelling cover letter; and comprehensive resume.

This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Laurie Goforth, City of Morro Bay Human Resources, at (805) 772-6207. Interested candidates are encouraged to submit materials early for maximum consideration.

Equal Opportunity Employer